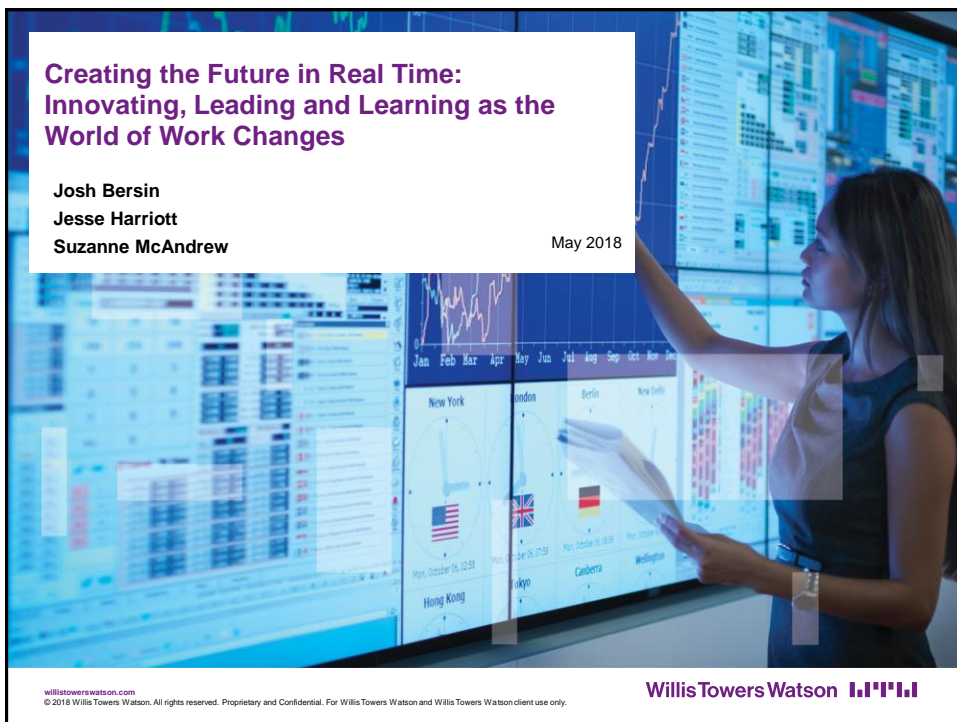


Creating the Future in Real Time: Innovating, Leading and Learning as the World of Work Changes

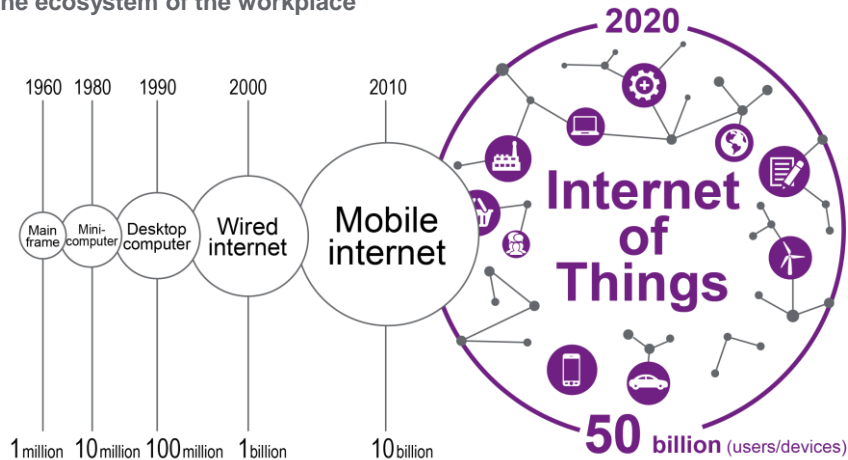
Josh Bersin
Jesse Harriott
Suzanne McAndrew

May 2018



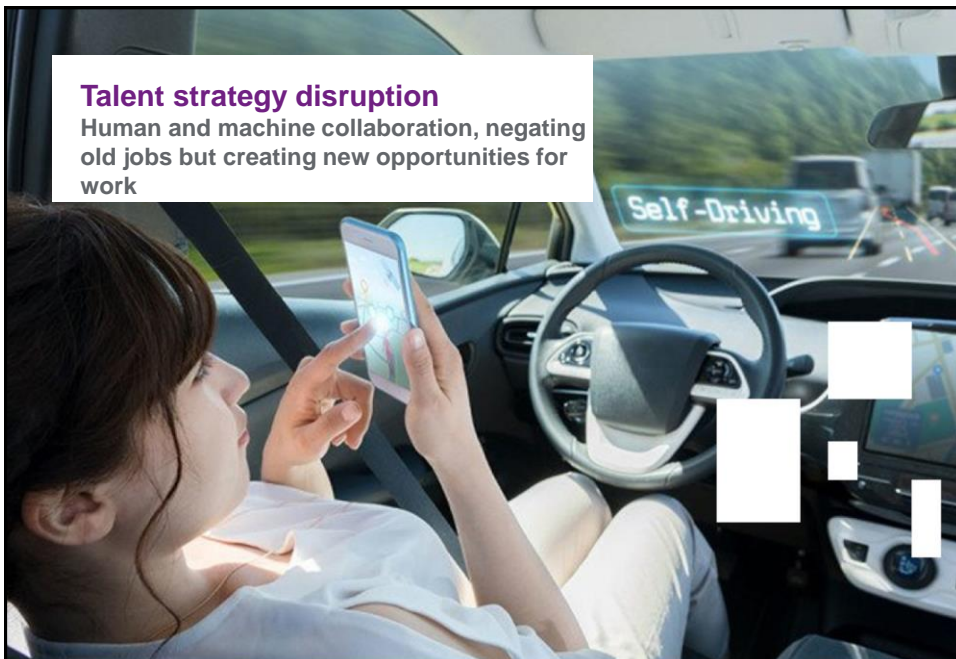
HR must disrupt or be disrupted:


Exponential advances in technology's capabilities, reshaping the ecosystem of the workplace



Talent strategy disruption


Human and machine collaboration, negating old jobs but creating new opportunities for work





Talent expectations disruption
Social & organizational reconfiguration, creating more transparent, flexible & project-based relationships

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Talent marketplace disruption
An all-inclusive talent market, with social developments allowing for a more diverse and agile workforce

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Talent value chain disruption
A truly connected world, with work increasingly virtual and available anytime, anywhere

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Significant challenges on the horizon:
Organizations are feeling threatened by the challenges posed by more agile disruptors

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New Realities for Leadership:

Is there a Case for Change?

Source: *The Rise of the Social Enterprise*, 2018 Deloitte Global Human Capital Trends

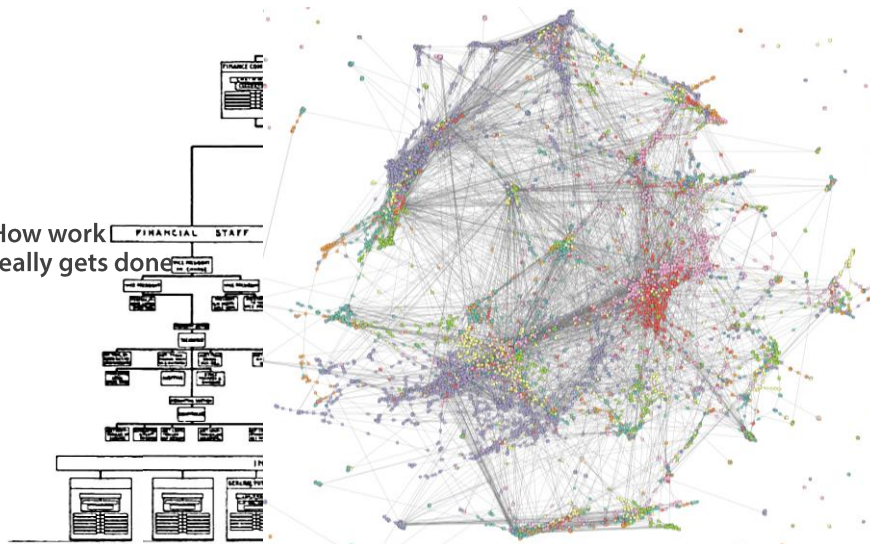
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How work
really gets done




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***“People have always sought meaning in their lives, but we found that a sense of purpose is an overwhelming differentiator...
... These professionals want opportunities to grow, exciting assignments, and interesting careers.”***

Source: Building a Game-Changing Talent Strategy, Harvard Business Review

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“Without a sense of purpose, no company can achieve its full potential.”
- Larry Fink

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“The best way to predict your future is to create it.”
— Peter Drucker

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